CATWin Manual
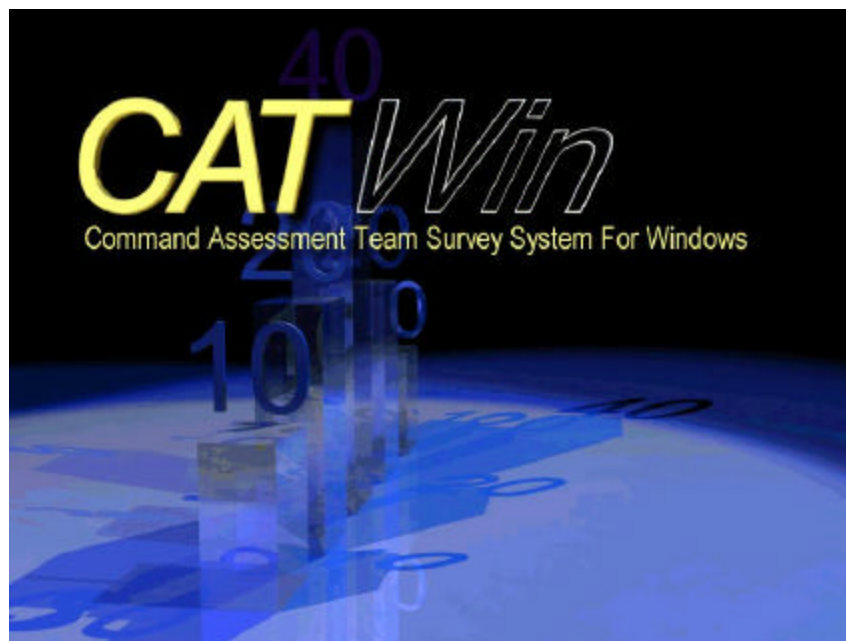
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October 1999

Notes:

The first part of the manual will focus on using the CATWin software. This will include using CATWin to design a survey, to collect data for a command EO survey, and to analyze the data. Included are tips for the most effective use of CATWin.

The standard Command Equal Opportunity/Sexual Harassment (CEOSH) survey is to be used for the mandated EO command survey. It is available on the website in addition to the software. To modify or add new items to this survey, open the survey (CEOSH-99.MDB or CEOSH-99ver11.MDB) in the software and then start with the section entitled "Designing a Survey - Sections." The sections prior to that are for creating a survey from scratch, which may be needed to gather more concentrated, follow-on information.

Installing CATWin

➢ **CATWin software and CEOSH survey available from the CATWin Website:**

> ➢ Create a temporary directory c:\temp if you do not already have one
> ➢ Download CATWin into the temporary directory by clicking on the link and choosing the "Save to disk" option
> ➢ Expand CATWIN.EXE by double-clicking on the file name in Windows Explorer. The installation of CATWIN will begin automatically
> ➢ Download survey (CEOSH-99.MDB or CEOSH-99ver11.MDB) into same folder that the program is installed in (default is c:\program files\catwin)
> ➢ Double click on the CATWin icon on the desktop to begin the program

Notes:

Installation is an easy process and can be accomplished in two ways. The first way is through the World Wide Web.

Download the software from the website into a temporary folder; create one using Windows Explorer if it does not already exist. The software then needs to be unzipped; to do this, double-click on the file catwin.exe through Windows Explorer. The software will expand and the installation wizard will start automatically.

Once the wizard completes and the program is installed, the CEOSH-99 survey should be downloaded into the same folder into which the software INSTALLED.

To start CATWin, double-click on the CATWin icon on the desktop.

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Overview of the System

➤**Design - create/modify a survey**

➤**Survey - take a survey on-line**

➤**Analysis - look at results of a survey**

➤**On-line help**

   ➤ **Access by clicking Help on the menubar**

   ➤ **Standard Windows Help features**

Notes:

The CATWin System covers three steps in the survey process - Design, Survey, and Analysis.

Design lets you create or modify and print a survey. Survey allows respondents to take a survey on-line. Analysis allows you to view and print the data in graph or table format.

The system also comes with on-line help. It can be accessed by clicking on Help on the menubar once in the CATWin system. It operates as a standard Windows help program, and you can locate information through Contents or Index.
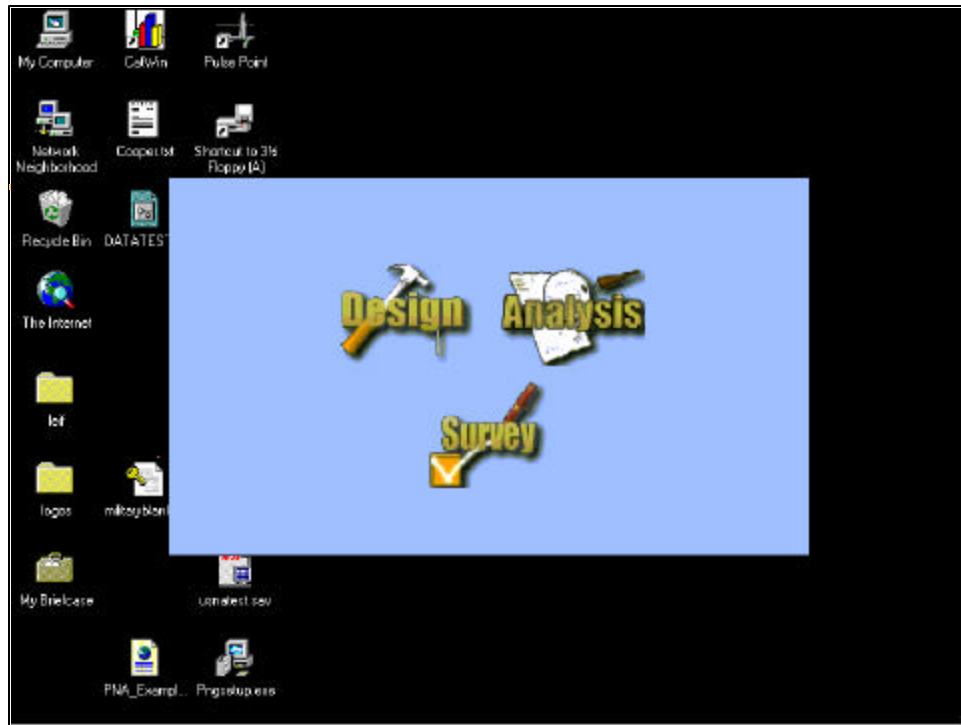
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Minimum System Requirements

- Windows 95
- 16 Mb RAM
- 20-40 Mb disk space
- 800x600 screen size
- High Color (16 bit)

Notes:

The CATWin system has been designed for a Windows 95 or higher system. CATWin requires between 20 and 40 Mb of free space on the computer, depending upon what Windows system files are already loaded onto the system.

The system is designed for 800x600 screen size and 16 bit color. If your computer is not set at 800x600 and 16 bit, these properties will need to be changed in the Display option of the Control Panel (Settings tab).

For creating and analyzing surveys, 1024x768 screen size may be preferable so you can easily view the entire screen without scrolling; however, this may only allow for 256 colors, which will change some of the colors of the system.

Designing a Survey
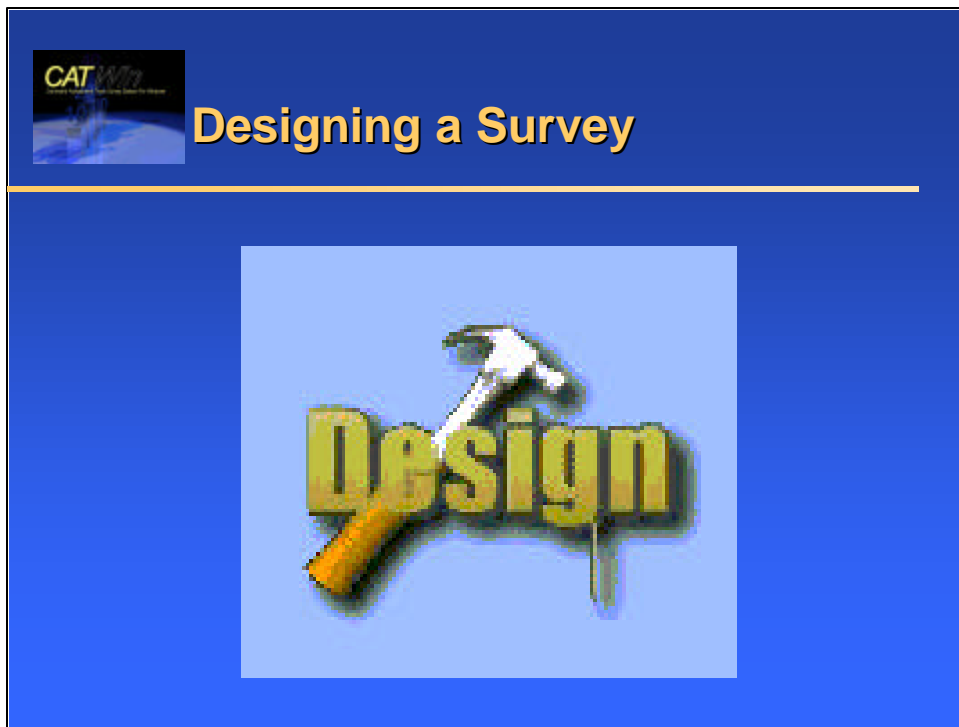
Notes:

In Design, the user can create a new survey from scratch or modify an existing survey. If attempting to modify an existing survey that contains data, CATWin will open the Analysis portion of the program and not allow any changes to the survey. Questions may be copied from an existing survey to another survey (**a section in the new survey must first be created**). An existing survey that contains data may also be saved under a different name (using the "Save as" feature), which will give a "new" version of that survey with no data.

Designing a Survey - Preliminaries

➤ **Design screen layout**

  ➤ **Menubar**

  ➤ **Toolbar**

  ➤ **Collapsible survey layout tree**

  ➤ **Design window**

➤ **Right mouse button**

Notes:

The CATWin system was designed following standard Windows95 conventions. These include a menubar (File, Edit, Window, Help) and a toolbar (New, Open, Save, Help). The screen is then laid out with two parts, a survey tree on the left and a design window on the right. By clicking and dragging on the line between the two parts you can change the location of the dividing line. The tree is collapsible; clicking once on the minus (-) or clicking twice on the icon will collapse that branch of the tree. The design window shows what those taking the survey will see.

Another Windows95 convention is the use of the right mouse button to generate context-sensitive menus. For example, right clicking on the section icon in the tree produces the options available for that section, such as adding a new question or editing the section properties. Clicking the right button in the design window allows you to add answer options.
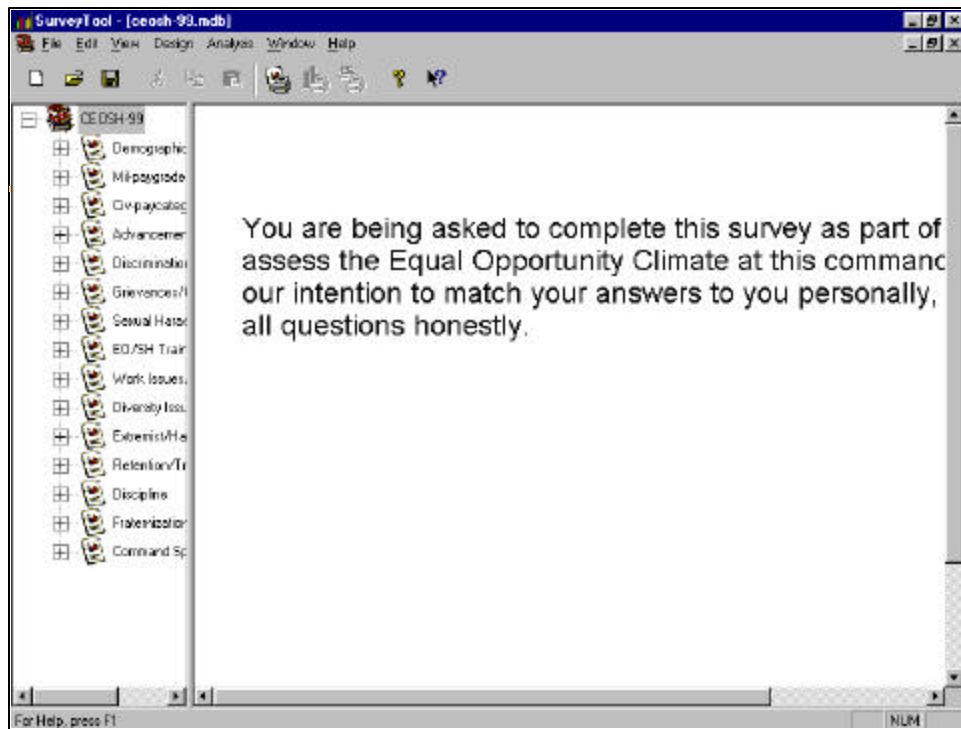
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Notes:

The CATWin website contains a standard command EO survey called CEOSH-99.MDB or CEOSH-99ver11.MDB. This survey has been approved by NPC-61 and is a required part of the command assessment. If desired, you may simply use the standard survey without making any modifications.

If you want to make changes to the standard survey, continue with the "Designing a Survey - Sections" part of this manual. If you would like to create a new survey, follow the procedures described below.

Right clicking on the Untitled Survey icon in the survey tree will allow you to modify the survey properties. The General tab shows the title that can be modified, the number of respondents, the date created, and the date modified. The Comments tab allows the user to put in a reminder about the survey if desired; the reminder is shown briefly when first loading up a new survey for respondents to take. The Splash Screen tab allows the user to change the opening title screen for the on-line survey administration; the default is a white screen. The Background tab allows the user to change the background of the system; default is also white.

The Splash Screen and Background are 800x600 .bmp graphics that can be created/modified with any graphics program, including Windows Paint. Each graphic adds approximately 480 kb to the survey size; **if the survey is to be administered on another computer, the survey file will not fit on a floppy disk if both graphics are modified**.

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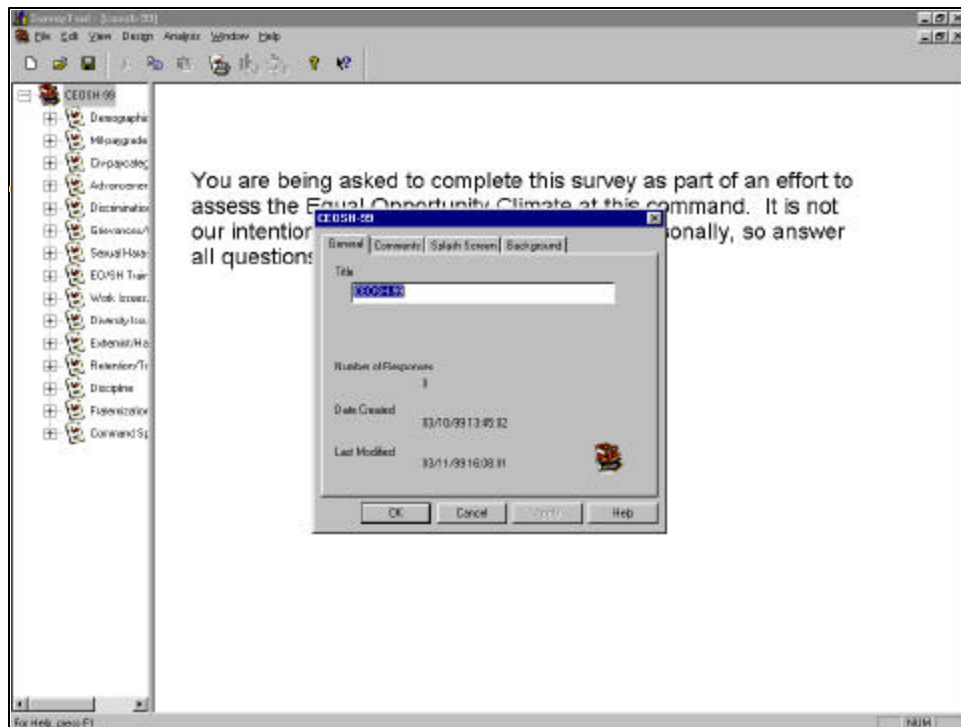
Notes:

To create a simple Splash Screen for CATWin:

- Open MS Paint (Start, Programs, Accessories, Paint)

- Change size of graphic (Image, Attributes, w=800, h=600)

- Move bottom scroll bar to center.

- Insert text (click on the A on the left toolbar)

- Click and drag to draw a box around where the text will go

- Change text attributes (if text pop-up is not there, go to View, Text Toolbar)

- Change size of text box if necessary (click and drag [cursor will be a double arrow] on the squares around the text)

- Click outside the box once finished **(NOTE: Once you click outside the box you cannot change the text that is there - you will have to delete and redo.)**

- File, Save As, change directory, name the file, **RECOMMEND** 256 colors (will keep the file size small)

Designing a Survey - Sections

➢**Section properties**
 ➢**Section instructions**
 ➢**Title**
 ➢**Branch**
  ➢ **Default branch is ALL**

Notes:

Once the survey properties are changed, sections can be added by right clicking on the survey icon and selecting Add Section. After adding a section, the default section instructions appear in the design window. These can be modified by double-clicking on them and typing in the new instructions. Each section of the survey can start with a transition sentence, instructions, or other information about the questions to follow. If you do not need instructions, then a section heading is recommended.

The section properties can be modified by right clicking on the section icon in the survey tree. There are two properties that can be changed - the title and the branch. The title is the section title and should be representative of the questions in the section; changes to the title will be reflected in the survey tree.

 The branch refers to the group of people who will respond to this section of the survey (see "Branching" for details). **For the first section of the survey, the branch cannot be changed**; all respondents will respond to the first section. The default option is for all respondents to answer the section. In the CEOSH-99 survey, this can be changed to allow just the military or just the civilians to answer a section.

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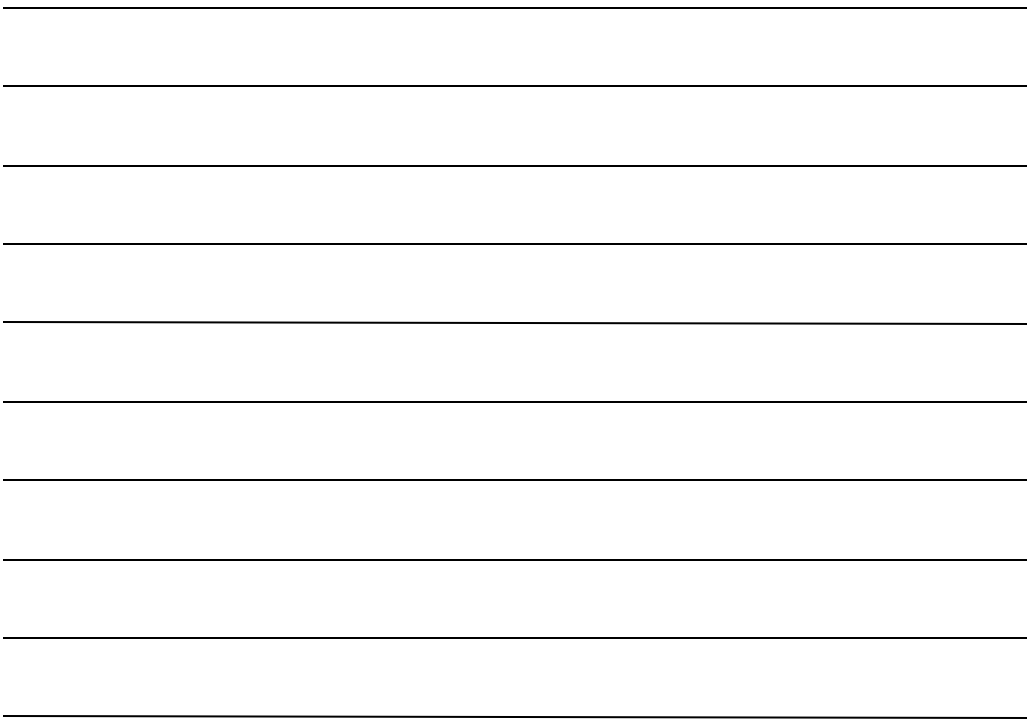
Designing a Survey - Demographics

➢**Suggested first section**

➢**Allows for comparisons between groups that may have different needs views**

➢**The standard CEOSH-99 survey includes:**

   ➢ **Military-Civilian status**

   ➢ **Gender**

   ➢ **Race/ethnic group**

   ➢ **Paygrade**

Notes:

Demographics is the suggested first section of any survey. Demographic questions give you a way of later separating data. For EO Climate surveys, race, gender, paygrade, and military/civilian status are usually the key demographics and are included in the standard CEOSH-99 survey. Division or Department may also be of interest to the CAT and can be added to the Demographics section.

While CATWin allows you to ask unlimited numbers of demographic questions, you should only ask those that are necessary to your specific survey goals. The more demographic questions that there are may make respondents feel identified and less likely to be totally candid.

It is also a good idea to limit your choices on demographic questions to no more than six. If you plan to use a demographic as a filter question for the data analysis the graphs will become cluttered with more than six groups.

Designing a Survey - Demographics (continued)

➢ **Determine who took the survey**

➢ **Branching question should be a demographic question**

   ➢ **On the standard CEOSH-99 survey, the branch question is "Are you military or civilian?"**

Notes:

Demographic questions also allow the survey administrator to determine who took the survey and provide a frame of reference (e.g., 15% of the 200 respondents who completed the survey were female).

The first question, which is the branch question, must be chosen carefully; the first question in the CEOSH-99 standard survey is a demographic question:

Are you:

• Military

• Civilian

This allows somewhat different survey questions to be administered to military and civilians, with comparisons possible on those sections of the survey that are common to both groups.

Designing a Survey - Branching

➢ **Branch question**
  ➢ **Always 1st question of 1st section**
  ➢ **Allows for different surveys for different groups (e.g., civilian vs. military)**
  ➢ **Must be Single Select question**

➢ **Default setting for Branch in new sections is All (no branching)**

Notes:

What questions the survey respondent answers is dependent upon the first question of the survey, known as the branch or pivot question. This question allows you to create custom-tailored, overlapping surveys for 2 to 12 groups. For example, military and civilians can both answer most of the question on the CEOSH-99 survey. However, civilians would not be able to answer questions on military discipline or fraternization. Therefore, if the branch question asked the status of the respondent (military or civilian), a later section containing questions about the Discipline System or Fraternization Issues could be given to just the military by setting the section branch property to military.

When new sections are added, the default branch setting is that all survey respondents will see that section. If branching is to be used, the section properties of branched sections need to be changed to indicate who will complete that section of the survey.

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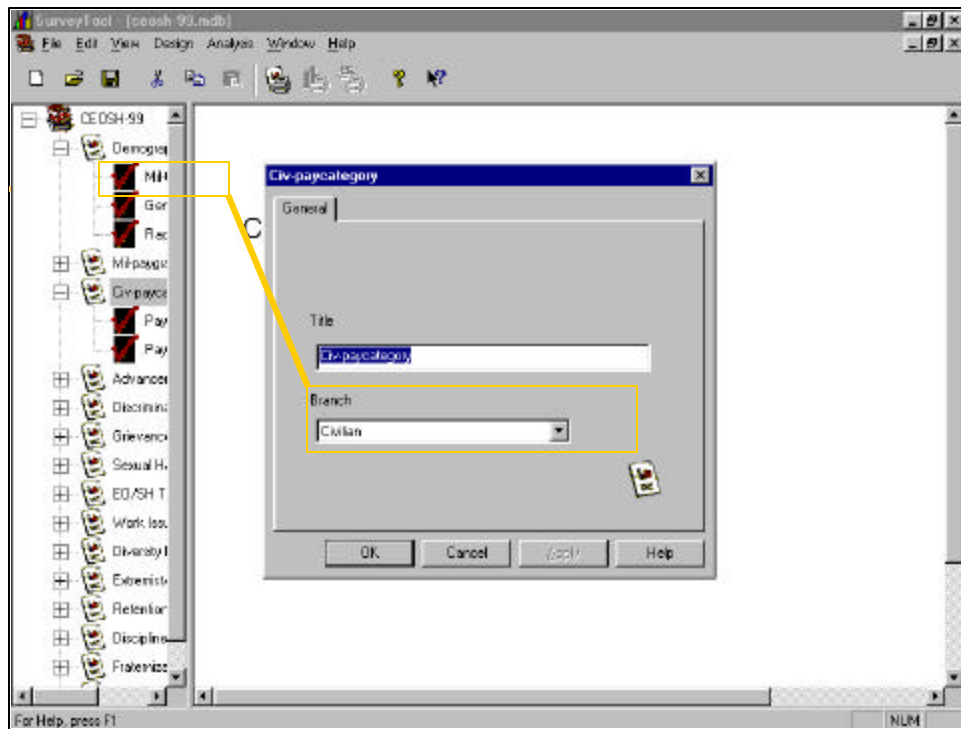
Designing a Survey - Questions

➢**Question**

➢**Title**

➢**Branch**

    ➢**Set in section properties**

➢**Question type**

Notes:

After adding a section (right click on the survey icon in the tree), a question can be added (right click on the section icon). The default question text appears in the design window. This can be modified by double-clicking on the text and typing in a question.

The question properties can be modified by right clicking on the question icon in the survey tree. There are two properties that can be changed - the title and the question type; the branch option is set in the overriding section properties. The title is the question title and should be representative of the question; it will also appear in the tree diagram and as the title for the graphs when analyzing. The question type can be changed to one of the five options.

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Notes:

The five types of questions give the CAT members many options in creating/modifying a survey and obtaining specific data that can be used in determining future directions. Examples of the five question types, in the order listed above, are listed below:

• EO training is taken seriously at this command.

   Strongly Disagree   Disagree   Neutral   Agree   Strongly Agree

• Have you attended EO Training in the past year?
   Yes   No   Don't know

• Which training have you attended most recently?
   NR&R   EO   Prevention of SH

• Which training have you attended in the past year? (select all that apply)
   NR&R   EO   Prevention of SH

• How can the EO training at this command be improved?

**Designing a Survey -
Adding Choices**

➢**Choices automatically added for 3-point or
6-point rating, Yes/No/Don't Know**
  ➢ **Can be modified**

➢**Maximum of 12 choices**

Notes:

Custom rating scales, single select, and multiple select questions need answer choices added. To do this, right-click in the design window. This brings up the choice menu, allowing you to add, edit, or delete a choice. **The maximum number of choices for any question is 12.**

The 3-point rating and 6-point rating scales can be modified (e.g., Very unhelpful. . . Very helpful) as can the Yes/No/Don't know by double-clicking on the answer choices.

Each answer choice has a limit of 33 characters to allow for 12 answer choices. Even if all answer choices are not used the maximum length is still 33 characters.

The answer choice icons vary by question type. Single select, rating, and Yes/No/Don't know have round icons, indicating only one may be selected. Multiple select questions have square icons, indicating more than one may be selected. Open-ended questions have a response text box.

**Designing a Survey -
Saving and Printing**

➢ **Save as you go**

➢ **If modifying an existing survey such as
CEOSH-99.MDB or CEOSH-99ver11.MDB, use
Save As**

➢ **Create a Master Survey Disk when survey
is ready to be administered**

➢ **Print the survey through the Design
menu**

Notes:

As with any file, saving often prevents major catastrophes that can occur if just saving upon completion; be sure to save regularly as you work.

Once the survey is completely typed in, creating a Master Survey Disk is recommended. To do this, copy the survey file to a floppy diskette using Windows Explorer or My Computer. Once done, lock the diskette using the small door on the top right of the disk. This Master can then be used to copy the file onto other computers. Because it is locked, no data can be saved to it so you will always have a copy of the original survey you created.

The completed survey can also be printed by selecting "Export Survey Text" in the Design menu. The survey will be translated into Rich Text Format (RTF), which can be read by Word or other word processors. **The printed version of the survey will contain all the survey questions including those that are branched for specific groups (e.g., military, civilian). If you intend to use the printed version to administer the survey, be sure to edit the file so that the proper questions are included. If you have a branch, you will need to have multiple versions of the printed survey to correspond to your branches.**
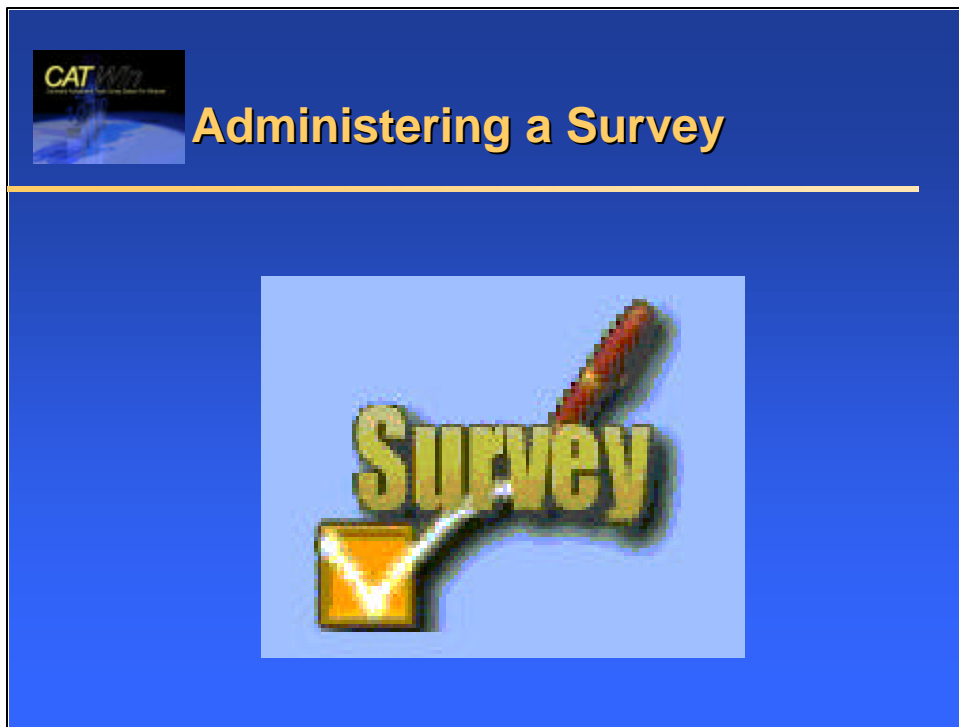
Notes:

The Survey option is for administering the survey by computer or inputting data if the survey is administered by paper. The computer-administered survey requires an answer to all questions (except multiple-choice and open-ended questions) before allowing the user to continue. It also allows the user to go back and change answers.

Answers can be input with the mouse (click on the answer box or circle) or the keyboard (Enter to choose an answer, Tab to switch between answers and the Back/Next buttons, and arrow keys to move between answer choices). Once the user clicks Finish, the data are saved.

CATWin Administering a Survey - Method

> **Single computer**

> **Multiple computers**
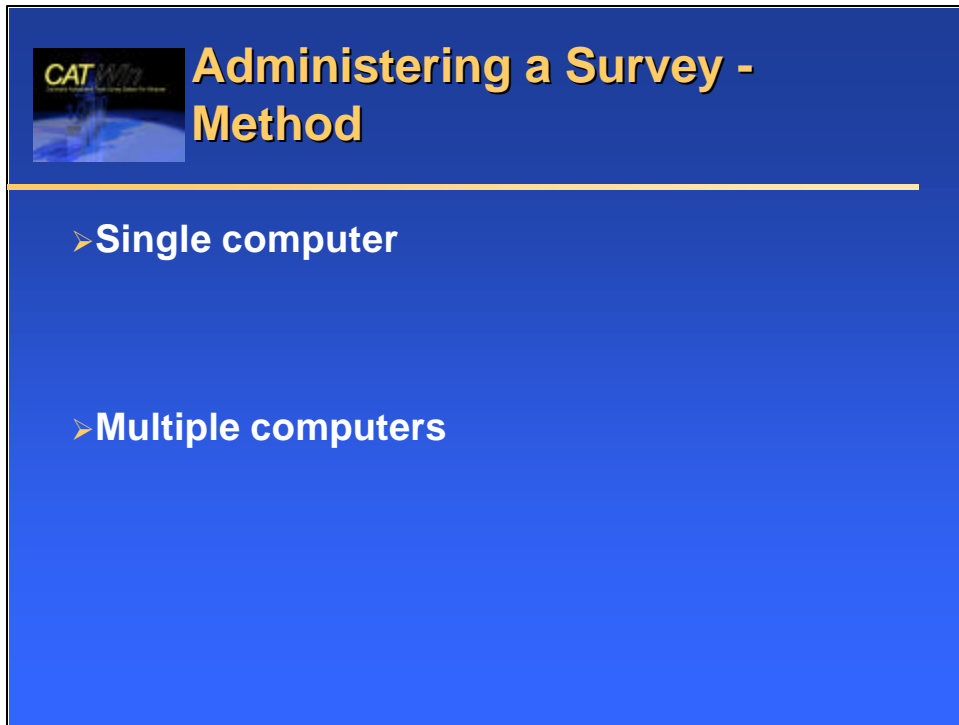
Notes:

There are 4 ways of administering a survey - the two computer administration methods currently available are shown here.

1. A single computer can be set up and all respondents will complete the survey on that one computer.

       Pro - data entered directly into database

            - no merging necessary

       Con - increased surveying time (only one person responds at a time)

2. Multiple computers can be set up, allowing multiple respondents to complete a survey at the same time.

       Pro - available in different locations = more people in shorter time

       Con - identical surveys have to be on each computer

            - merging necessary

            - data files may not be portable (on floppy) if graphics are used

            - more personnel needed to monitor the process

Administering a Survey - Method (continued)

> **Paper**
>> **Design from the menubar and Export Survey Text to edit and print in word processor**

> **LANs/network not currently supported**
>> **Will be available in the future version 2.0 (planned implementation Fall 1999)**

Notes:

3. Another method of administering a survey is through a paper-and-pencil version.

> Pro - no computer equipment needed to give survey

>> - survey more people at once

>> - no merging (if data all entered in one computer)

> Con - more involved after administration (enter mistakes can be made)

>> - respondents can leave out responses (enter as NA or Don't

Know)

>> - more time-consuming to enter responses into the database

4. In the future, LAN/network will be able to be used, allowing all the data to be entered into the same database without the CAT members needing to merge any survey files.

Notes:

If using multiple computers to administer the survey, the system must be installed on each machine. At present it is recommended that the SurveyTool.exe and the SurveySystem.exe be removed from the administration computers to prevent people from viewing the data (same applies to single computer administration if that computer is not the computer that the survey will be analyzed on). These files can be deleted through "My Computer" or Windows Explorer.

Each survey has a unique survey identification number (automatically created and unchangeable) based upon the date created - because of this it is **STRONGLY ADVISED** that you always have a blank (no responses) copy of the survey on a locked (using the small "door" on the back of the floppy) floppy disk in case it is ever needed (Master Survey Disk) (see "Importing" in the Analysis section for more details). Use the Master Survey Disk to copy the empty survey into the CATWin directory on each machine using "My Computer" or Windows Explorer.

**Administering the Survey -
Saving Responses as Backup**

➢ **Saving the responses as the administration progresses is recommended**

➢ **Copy the survey file to a floppy or another directory using Windows Explorer or "My Computer"**

➢ **Overwrite previous version to avoid confusion**

Notes:

Individual respondent data is saved once the respondent clicks the Finish button. However, as the survey period progresses, it is recommended that the survey file be saved periodically as a backup. This can be done through Windows Explorer or "My Computer." Saving to a floppy diskette is preferred if the survey file will fit on a diskette; if not, a network drive or just another directory on the computer will do.

To avoid confusion, it is suggested that each backup be saved over the previous backup, unless you have any reason to suspect something has gone wrong. If so, use a new floppy or another directory to backup until the problem has been sorted out.
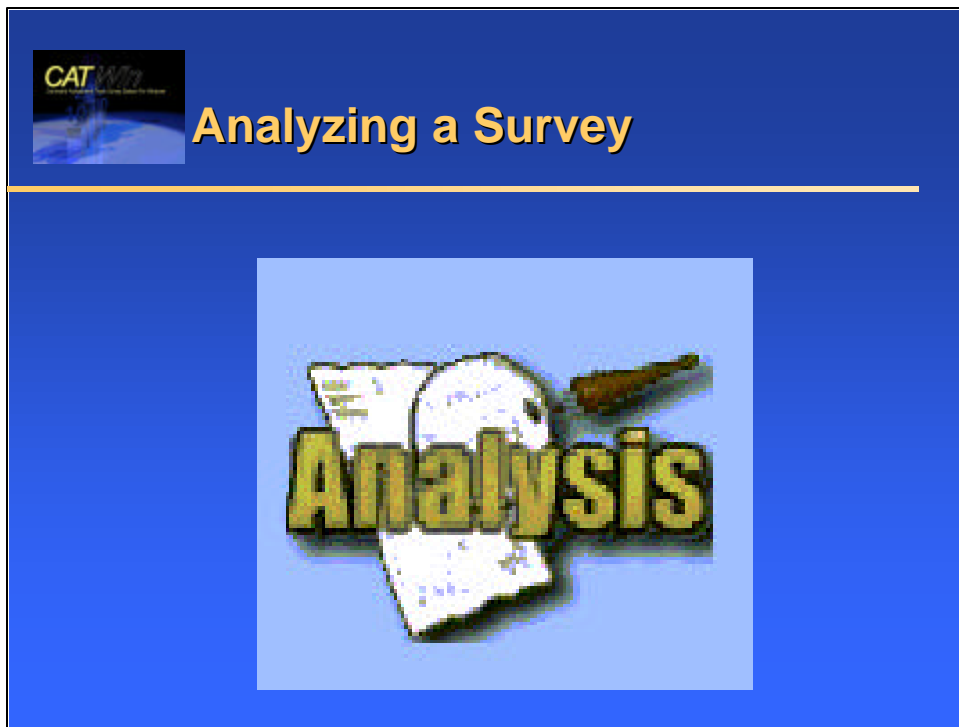
Notes:

Analysis produces the results of the survey in graph and table formats.
Overall, Analysis is much the same as Design in terms of screen layout and
commands. However, there are some additional features available in Analysis.
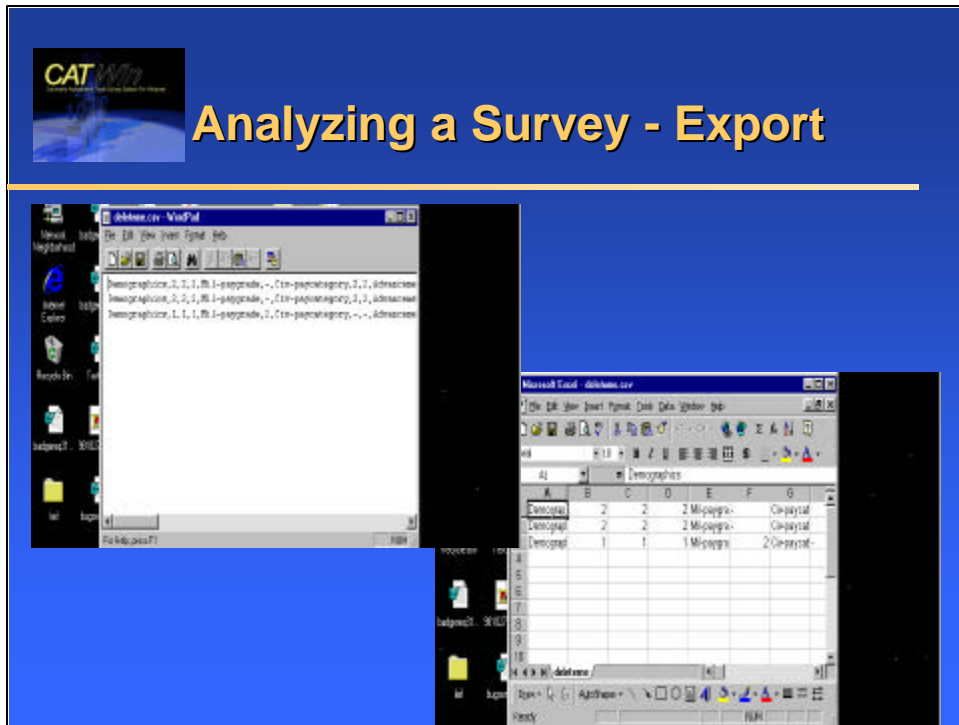
Notes:

The original survey and responses are stored in a Microsoft Access database (.mdb). We do not recommend entering the database through Access. Under Analysis on the menubar is the Export Responses option. If you would like to export data to another program for further analyses, the Export command turns the data into a file that is separated by commas (left graphic above) that Excel (right graphic above) or other spreadsheet/database software can read.

**Analyzing a Survey -
Import Responses**

➢**Important things to remember**

    ➢ **Merge to analysis (main) computer**

    ➢ **Must be same survey/survey ID number**

    ➢ **All files on disk or in network directories**

    ➢ **Keep track of what has been merged already**

    ➢ **Check the number of respondents on each disk
and be sure the total merged file has the right
number of respondents**

Notes:

When using multiple computers, you will need to merge the data files from the different computers into one file for analysis. It is recommended that the importing/merging occur on the machine where analyses will occur since the final file may be very large.

Under the Analysis menu is the Import Responses option. Importing responses can only be done if the two surveys to be combined are the **exact same** surveys. When a survey is created, it is automatically given a survey identification number (briefly seen when first opening a survey in the Survey mode). In order to combine two surveys, they must have the same exact survey identification number, not just the same sections and questions. If the Master Survey Disk was used when installing on multiple computers, this is guaranteed and the surveys can be combined.

Keep track of the files to be imported. A suggestion is to have the multiple computers identified by letter or number, and then import in order. In addition, keep track of the number of respondents on each diskette and compare to the total merged file to ensure everything has merged properly.
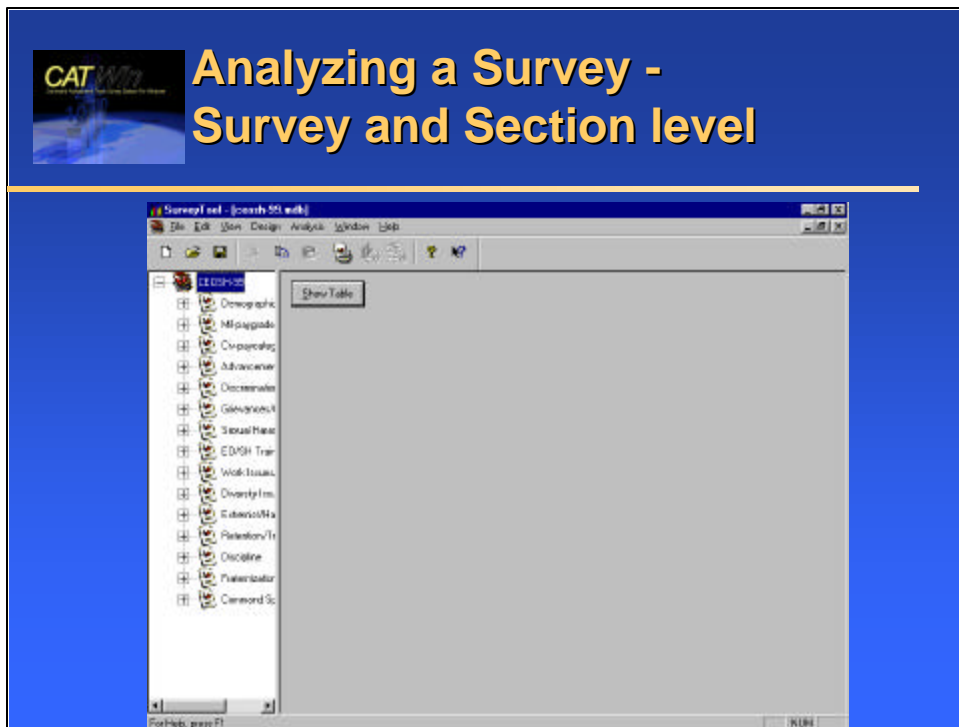
Notes:

The survey and section levels of Analysis allow you to view the table showing how many people (N) answered the survey or that section (depending on whether the survey icon or the section icon is highlighted). The table will also display the mean and the standard deviation for rating questions. **For multiple select questions, N in the table refers to the number of choices selected, <u>not</u> the number of people who answered the question.**

Some have experienced an error when trying to print the first table containing responses for all the questions on the survey. The table prints but the program crashes and needs to be restarted. We hope to have this problem resolved soon.

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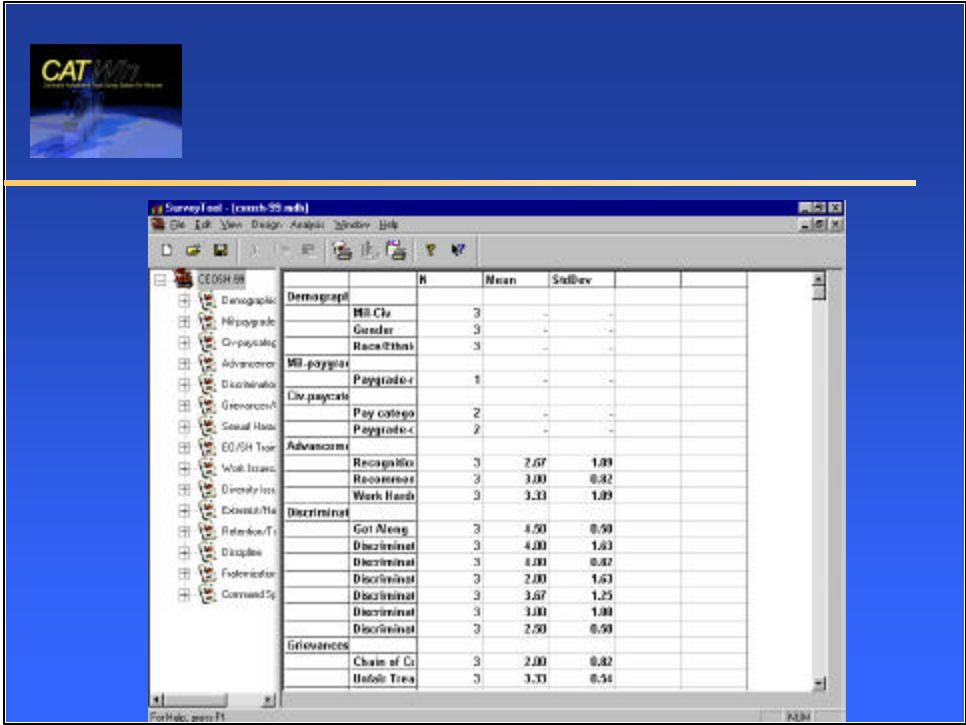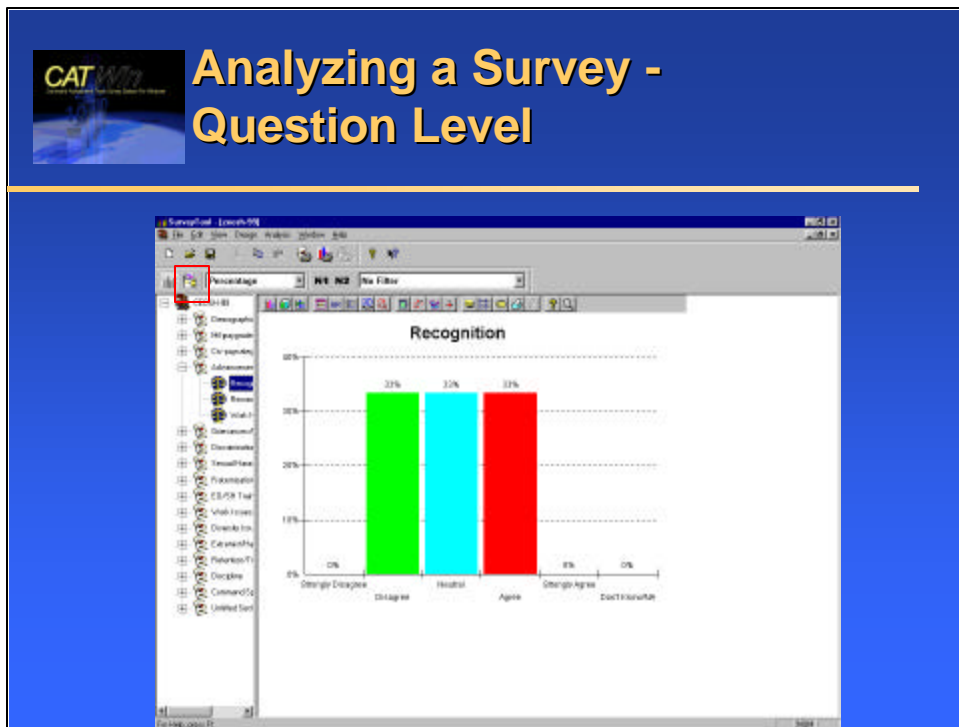
Notes:

Responses may be viewed in two formats, as a graph or as a table, with the view graph/table buttons allowing for the switching between the two views. Graphs generally are the easier of the two to understand; however, tables can provide a better overview of the entire analysis.

Means and standard deviations are shown ONLY for rating questions. For all other questions that can show tables, the responses are displayed in percentages.

Depending on your screen resolution, you may not be able to see the entire graph at one time. You may want to change the resolution to 1024x768 in the Display option of the Control Panel instead of using the scroll bars to position the graph for the best view.
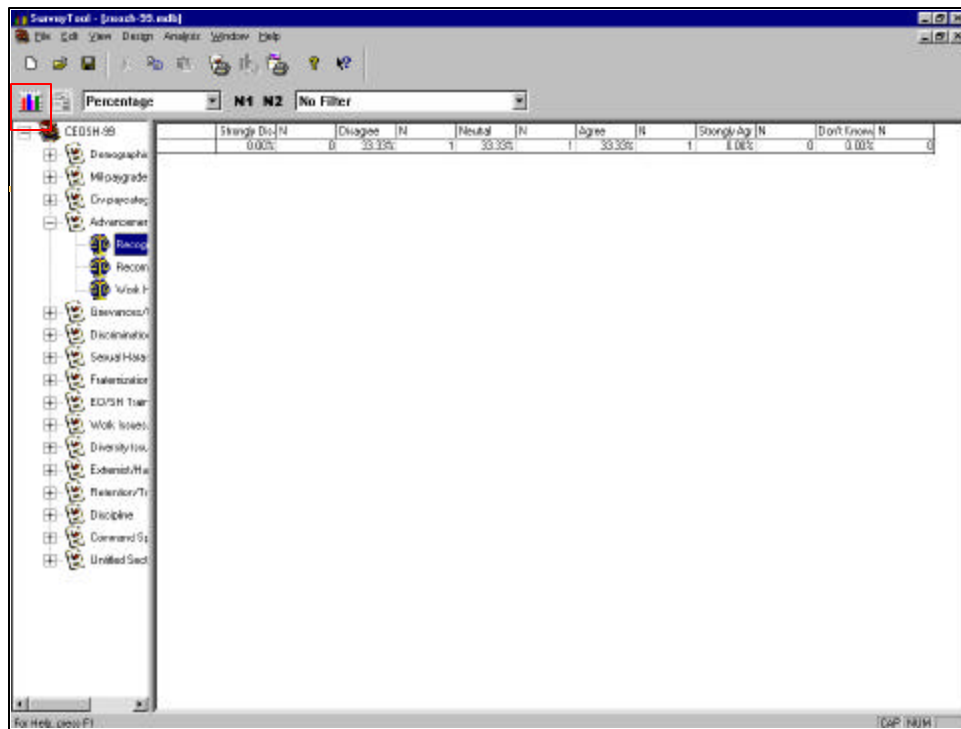
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Notes:

The default graph is a simple bar graph. However the Graphics Toolbar allows for a number of alterations. The primary ones users may need are changing to a different 2D layout, changing to 3D, and changing the title. The graphics toolbar will also allow for different colors, different markers, and a number of other alterations.

Clicking on any of the icons will open the graphics toolbar - each icon is a different tab.

2D Gallery and 3D Gallery show the options available for the layout. This includes pie graphs and line graphs.

Titles allows you to modify the title (the default is what is entered in the survey tree).

The Style Tab allows you to change the orientation of the graph from vertical to horizontal. For example, to create a horizontal bar graph, the orientation would be set to horizontal.

If you want a consistent look to your graphs, the format you like may be saved using the System tab (Graph Template section).

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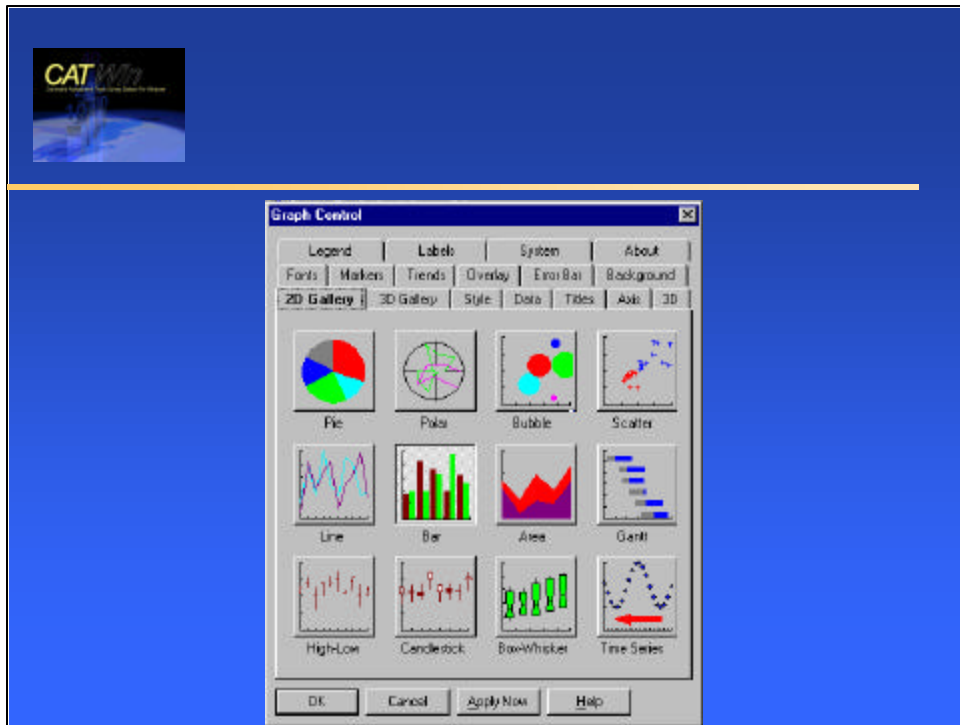
Analyzing the Survey - Filtering

➢ **Allows for breakouts between different demographic groups**

➢ **Allows for comparison of one survey question based upon answers to another**

➢ **Maximum of one filter allowed**

Notes:

Filtering allows users to compare responses between demographic groups. Filtering may also provide further amplification of answers. For example, filtering "Sexual harassment is occurring at this command" by Gender might indicate that on average men have more positive perceptions than women do.

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Analyzing the Survey - Norms

➢ **Allows for comparison with Navy or command norms**
  ➢ **Norms displayed on same graph for easy comparison**

➢ **Once entered, norms are saved and displayed by clicking a button**
  ➢ **To toggle between graph with norms and graph without norms, click on N1 (for command wide norms) and N2 (for service-wide norms)**

Notes:

The norms features allows for comparison with Navy-wide data or the command norms from a previous administration. The norms are displayed on the same graph for easy comparison.

Norms are entered one question at a time. To enter norms, click on Analysis, and then Edit Command Wide Norms or Edit Service Wide Norms. An Update Norm Data window will appear - initially the cells will have zeroes. The first column is the mean, with the remaining columns being the percentage of each response. To change the numbers in each cell, double-click in the cell. This highlights the number; type over the number to change. To save that number, click in the dark grey area below. Continue until all numbers are changed. Then click on OK. The norms are then saved permanently with the survey data. To edit the norms after they have been saved, click on Analysis, and then Edit Command Wide Norms or Edit Service Wide Norms.

Once all numbers are entered for that question, they will automatically appear on the graph. To toggle between the graph with the norms and the graph without norms, click on N1 (for command wide norms) and N2 (for service-wide norms).

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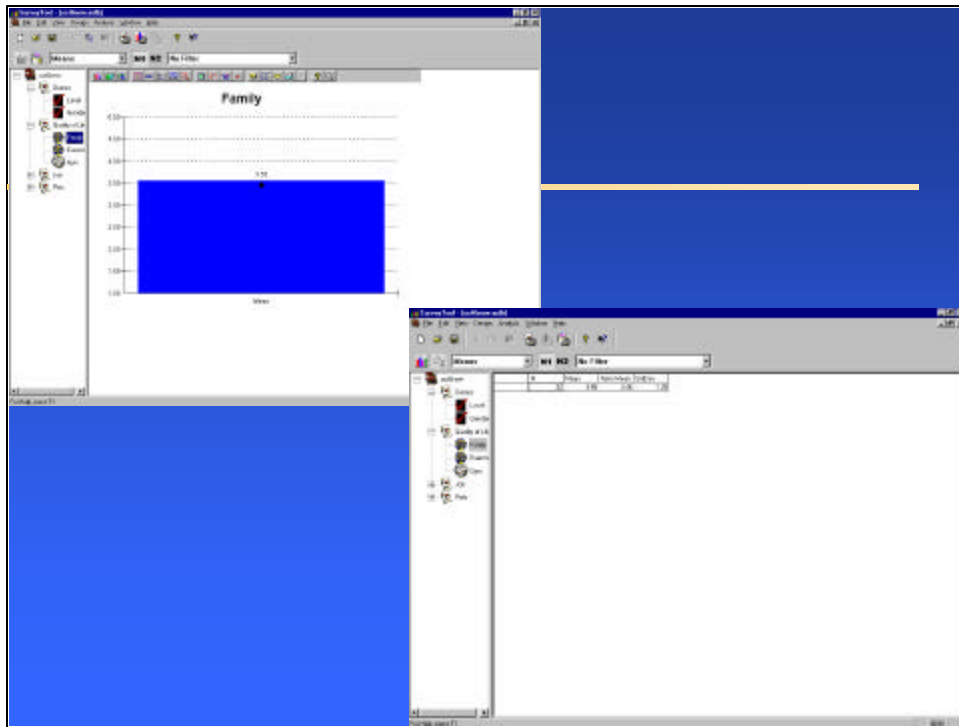
Notes:

Norms can be means and percentages. They can can be displayed as either a graph or a table, depending upon whether the View Table or the View Graph button is selected. The above two screen shots show the graph with the mean (upper left) and the table with the mean (lower right).

Both the graph and the table can be filtered as well.
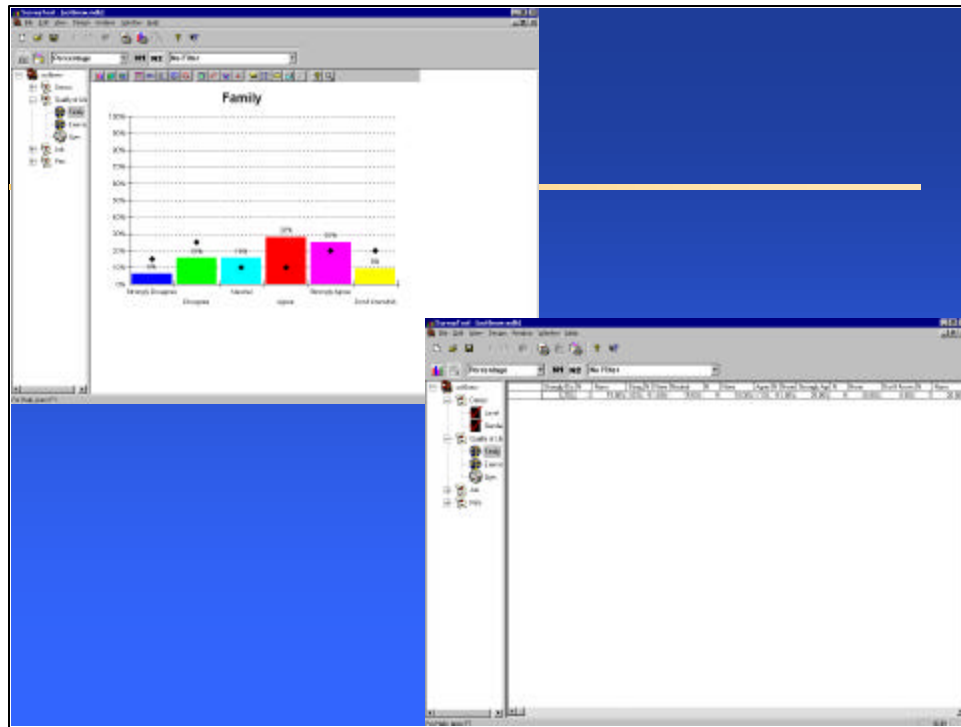
Notes:

Percentage norms are displayed above, graphically and in a table. Both can also be filtered.

CATWin   **Analyzing the Survey - Collapsing**

➢**Rating scale categories can be collapsed**

➢**Used to simplify graphs**

➢**Caution should be used when collapsing**

Notes:

When using rating scales, it is sometimes easier to understand the results when categories such as "Strongly Agree" and "Agree" are combined together; this is called "collapsing." Both responses are positive responses and may be collapsed into a single "Agree" category. This can be done by right clicking on the bar to be collapsed. This brings up a submenu asking which bar to collapse into. This process can be reversed by choosing the Split option from the same submenu.

Caution should be taken when collapsing; it is proper to collapse Strongly Disagree into Disagree and Strongly Agree into Agree, but not to collapse Disagree into Agree.

Notes:

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**Analyzing a Survey -
Printing & Copying Results**

➢**Printing a graph**

➢**Copying for importing into another
program such as PowerPoint or Word**

> ➢ **Save to Clipboard as BMP file**
>
> ➢ **Open PowerPoint or Word**
>
> ➢ **Paste (ctrl-v) onto a slide or page**
>
> ➢ **Return to Pulse Point and copy another graph**

➢**Print open-ended responses by clicking
on the Print button on the open-ended
analysis screen**

Notes:

Graphs may be printed in a number of different formats using the System tab of the
Graphics Toolbar. You can also print by clicking on the three print icons (print survey,
print graph, print table on the toolbar at the top of the screen; you can print the survey,
or the active graph or table.

The System tab of the Graphics Toolbar is also the tab for exporting the graph to another
program such as PowerPoint. This can be done by first exporting the graph to the
Clipboard as a BMP file. Then enter PowerPoint and go to the slide where you want the
graph inserted. Paste (ctrl-v) the graph into the slide and then resize it proportionally
(using the corner boxes around the graph) or vertically/horizontally (using the top and
bottom or left and right boxes around the graph); the graph may be moved by clicking
anywhere on the graph and dragging it to a new location. This process must be repeated
individually for each graph you would like exported.

You can view the open-ended responses on-line by clicking on the open-ended question.
Opened-ended questions can also be printed through your word processor by clicking on
the print button available on this analysis screen.

Notes:

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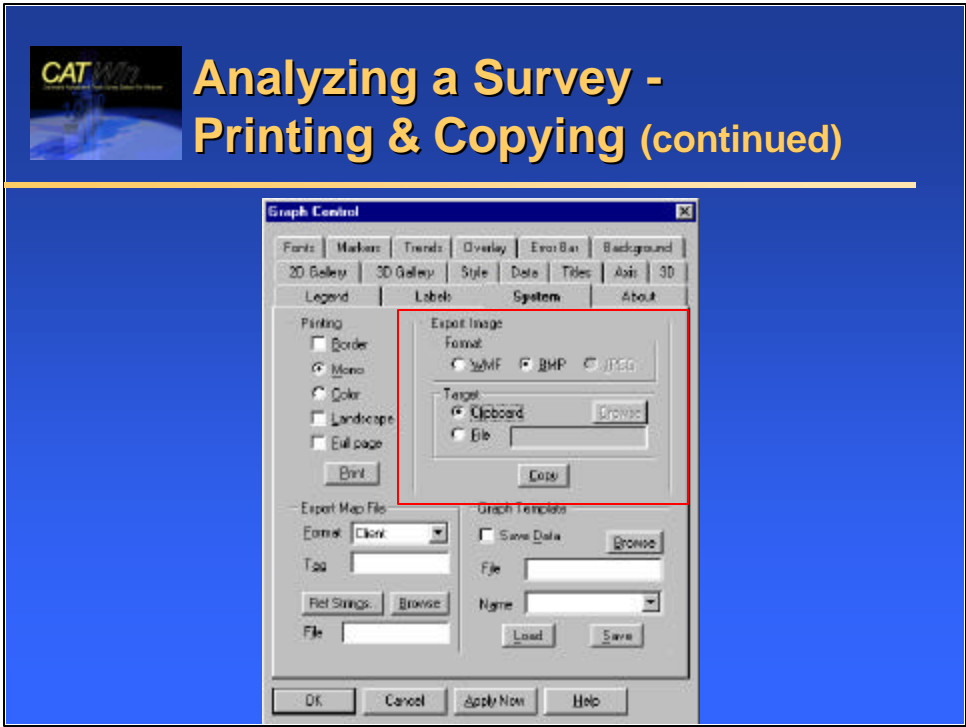
Delivery and Update of System

➤ **Available on WWW (10 Mb zipped) or on CD-ROM if necessary**

➤ **CATWIN/CEOSH home page:**
   http://catwin.nprdc.navy.mil

   ➤ **Download and future updates available here**

   ➤ **Technical support phone number and e-mail address**

Notes:

The CATWin is available on the WWW, with CD-ROM available if necessary. Updates will be posted on the CATWin page of the CATWin Web site as required. The Technical Support contact information is also available on this web site.

Notes:

This part of the manual will cover 13 steps for successful EO climate surveys.

Steps for Successful Surveys

➢ **Steps based on survey literature and many years of experience conducting Navy EO surveys**

➢ **Be familiar with the steps in this manual before conducting surveys**

Notes:

The steps described in this section are based on a review of the EO survey literature as well as the authors' years of experience conducting EO surveys in many Navy settings.

Before conducting an EO climate survey it is a good idea to be familiar with the steps covered here.

13 Steps for Successful Surveys

1. **Develop a survey plan**
   ➢ **Clarify the purpose of the survey**
2. **Involve leaders in survey development**
3. **Determine topic areas in addition to those on the standard survey**
4. **Write additional questions**
5. **Plan a specific data collection period**
6. **Indicate who will take the survey**
7. **Pretest the survey**

Notes:

What are the 13 steps for successful EO climate surveys? Here are the first seven, which focus on the planning, designing, and pretesting of the survey.

13 Steps for Successful Surveys (continued)

8. **Administer the survey**

9. **Analyze the survey**

10. **Review and interpret results**

11. **Create a presentation**

12. **Develop an action plan**
    - ➢ **Propose strategies for change**

13. **Publicize results and actions**
    - ➢ **Give feedback to command**

Notes:

Steps 8-13 cover administering the survey and analyzing and interpreting the survey results, as well as creating a presentation, action plan, and providing feedback to the members of the command.

1. Develop a Survey Plan

➢**Why are we doing a survey?**

  ➢ **Write brief statement of purpose**

➢**What information is needed and how soon?**

➢**How will the survey information be used?**

➢**What resources are needed and are they available?**

➢**What are the survey milestones?**

Notes:

At the beginning of the project, the members of the CAT should consider writing a paragraph about what the survey is supposed to accomplish. What information is needed and how soon?

Also, determine what resources are needed and if they are available. You may want to lay out some survey milestones.

2. Involve Leaders

> ➢ **Very difficult for one person to do all steps of a survey**

> ➢ **Recruit CAT members as described in the Navy EO Manual**

Notes:

Rarely will one person have the skills, knowledge, and time available to do an entire EO climate survey alone. Navy policy specifies that a Command Assessment Team (CAT) shall be formed to conduct the EO assessment that includes the survey.

3. Determine Additional Topic Areas

- ➤**Focus on key areas of interest**
  - ➢ **Limit additional questions to EO/SH topics**
  - ➢ **Limit number of additional questions**

- ➤**Review standard command EO survey**

- ➤**Determine additional information leadership wants to know**

- ➤**Interviews, focus groups, and past surveys can provide useful questions**

Notes:

One of the first steps in designing a survey is to determine the key topic areas you want to cover. The CATWin website and CD-ROM contain a standard command EO survey (CEOSH-99.MDB). This survey contains items that can be compared to Navy-wide norms. However, commands may wish to include additional items. Thus the standard survey should be reviewed by the CAT and command leaders to see if additional items need to be added. If questions are added to the standard survey, don't try to cover too many topics in one survey - it is better to do multiple surveys that are shorter in length.

Talking with Navy personnel in your command is the best source of information for key topic areas on the survey. You may find interviews or focus groups are helpful as well.

4. Design the Survey: Write Questions

➢**Keep the items simple and short**

➢**Use items that ask specifics**

➢**Avoid double negatives**

Notes:

The writing of survey items is both an art and a science. The following rules will be helpful in writing additional questions for a command EO survey.

1. <u>Keep the items simple and short</u>. Write <u>simple</u>, <u>clear</u>, and <u>unambiguous</u> items that try to measure a <u>single idea</u>. Usually fewer words are better than more words.

2. <u>Use items that ask specifics</u>. Specific items are associated with more accurate recall, and are more likely to be interpreted similarly by all respondents. The best way to avoid nonspecific questions is to look at each question and ask, "If we get a negative result on this question, will we know what to fix?" A "No" answer means that the item should be rewritten because it is too general to yield a specific course of action.

3. <u>Avoid double negatives</u>. Examine each new question to see if it contains a double negative. Double negatives are confusing, awkward, and a potential source of considerable error when the results are interpreted and acted on.

4. Design the Survey: Write Questions (continued)

➤ **Use the everyday language of Sailors**

➤ **Split double-barreled items**

➤ **Include both closed and open-ended items**

Notes:

4. <u>Use the everyday language of Sailors</u>. Item ambiguity can be reduced by avoiding words that are not used in the conversations of the survey respondents.

5. <u>Split double-barreled items</u>. Survey items that contain two separate ideas or try to combine two questions into one are called <u>double-barreled</u>. Such items are common when a question asks about two issues or concepts that often occur together in people's minds. A good way to check for the case of double-barreled items is to see if any of the questions contain an "and" or an "or." If a question does, decide whether the two ideas, things, etc., connected by these words should appear in a single question or need to be split into two.

6. <u>Include both closed and open-ended items</u>. Closed-ended items require that respondents choose from a scale or a set of options. Open-ended items allow respondents to answer in their own words. Most surveys are composed of both types of items. We recommend that to make the analysis easier, the number of open-ended items be limited to five or less.
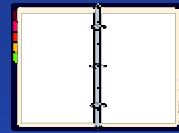
Notes:

One of the most common mistakes CATs make is not spending enough time up-front defining the project and not leaving enough time to get the survey done right.

6. Indicate Who Will Take the Survey

➢ **For EO surveys, it is important to accurately represent the views of personnel who are minority groups at a command**
  ➢ **Black, Hispanic, Asian/Pacific Islander**
  ➢ **Women**
  ➢ **Officers**

➢ **May need to oversample minorities, women**
  ➢ **This may somewhat skew the data when overall analyses (e.g., total respondents; officers vs. enlisted) are computed**

Notes:

For EO surveys, it is important to accurately represent the views of personnel who are in minority groups at a command. Simple random sampling may not be appropriate because some groups at commands may be very small even though the command is large. A simple random sample will have a small number of minorities in it if minorities are few in numbers or make up a small percentage of all personnel at a command.

Ensuring that your survey data accurately reflect the views of the smaller groups requires selecting a large enough sample so at least 10 members from each minority group are included. A percentage of minorities at a command should be used to calculate the number of personnel needed to attain at least 10 in each minority group. If a command is **5%** Hispanic, at least **200** respondents will be required to attain **10** Hispanics (i.e., **10**-number required per group / **.05**-percentage in population = **200**-number required in sample).

Oversampling minorities may skew the data when overall analyses (e.g., all respondents; officers vs. enlisted) rather than separate analyses of minority groups and women are made. Usually the impact on the total respondents of oversampling minorities and women are small and not significant. However, if several minority groups and women need to be oversampled in a much higher proportion than their representation in the command population, the CAT should be aware that the overall survey results will reflect those of the minority groups and women by several percentage points more than if a truly random sample was used. In this case, the breakouts for all respondents may not accurately reflect the views of the entire command.

6. Indicate Who Will Take the Survey (continued)

➤ **If target population is less than 500, recommend that everyone be surveyed**

➤ **If target population is more than 500, random sampling may be done**

  ➤ **Remember to oversample if appropriate**

Notes:

For commands with populations less than 500, surveying the entire command is recommended. For equal opportunity surveys of commands larger than 500, it is important to accurately represent the views of personnel who are in minority groups at a command.

Recommended Sample Sizes for Command Equal Opportunity Survey

Command Size	Approximate % Sampled	Select if Last SSN Digit is:
Under 100	100	All
101 to 124	90	1 through 9
125 to 224	80	1 through 8
225 to 324	70	2 through 8
325 to 449	60	2, 3, 5, 7, 9, 0
450 to 599	50	2, 4, 6, 8, 0
600 to 999	40	1, 3, 7, 9
1,000 to 1,999	30	5, 7, 0
2,000 and above	20 (or less)	3, 6

7. Pretest the Survey

➢ Pretest provides "final chance" to make sure everything is ready to go

➢ Opportunity to test survey under realistic conditions

  ➢ Last-second changes can be made based on pre-test results

➢ Pretest CAT and others who may be involved in using the data

Notes:

It is important to pretest the survey before actual administration. Give the survey to members of the CAT or others who will be using the data. Time the survey to see how long it takes.

7. Pretest the Survey
(continued)

➤**After participants complete pretest they can be asked to give feedback**

   ➤ **Positive or negative attitudes toward the survey**

   ➤ **Instructions or items that were unclear, difficult to understand/follow**

   ➤ **Topics, items, or alternatives that should be added to the survey**

➤**Survey should be revised and finalized based on pretest results**

Notes:

Ask those who take the pretest to note any items that are unclear or hard to understand. Incorporate their comments in the revised version of the survey.

8. **Administer the Survey**

➤ **If administering the survey on computer:**

➤ **Locate survey computers in accessible areas**

– **Train personnel to monitor process**

➤ **Use laptops for hard-to-access locations**

➤ **Use multiple computers for multiple locations**

Notes:

While the survey can be administered on paper or computer, it is recommended that computer be used if possible.

If paper-and-pencil administration is used, members of the CAT can print a hard copy of the survey through Export Survey Text in the Design menu. CATWin will export a copy in RTF (rich text format) that can be read by Word or other word processing programs. The survey will need to be reformatted. **The exported survey file will contain all survey questions, including questions that are branched. The team will need to edit the file so that military-only questions (such as Discipline) do not appear on the civilian hard copy versions.**

For paper-and-pencil administration, the team will need to enter the completed surveys into the CATWin database.

9. Analyze the Survey

➢ **Review demographics to understand who answered the survey**

➢ **Review graphs for all respondents**

   ➢ **Highlight highest and lowest responses**

➢ **Review graphs by key demographic filters**

➢ **Compare to past survey results or Navy-wide norms**

Notes:

Usually the first step in analyzing survey results is to review the demographics of who answered the survey. It is helpful to have some demographics of your command population to get an idea of how those who answered the survey compare to the general command population.

After looking at demographics, reviewing all the graphs for all respondents is recommended. Highlight high and low responses or anything that stands out.

Then look at the results using the demographic filters of interest to you, such as military/civilian status, race, gender, etc.

If possible, compare your results to the Navy-wide norms to get an idea of how you stack up to the Navy overall.

9. Analyze the Survey
(continued)

➢ **Review and print the open-ended comments**

　➢ **Look for specific ideas about how to make improvements in EO-related areas**

　➢ **Use information to help understand why members of various demographic groups may not be satisfied**

　➢ **Don't overreact to comments - they are not always representative of the entire command**

Notes:

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10. Review and Interpret Results

> Review findings looking for themes

>> Prioritize and simplify

>> Categorize findings in a way that tells a story and is easy to follow

>> Beware of excess details -- avoid the "forest for the trees" trap

> Sort results into "Good News" and "Areas for Improvement"

Notes:

When reviewing your survey results, look for themes and ways to prioritize and simplify the information. Realize that there is both a science and an art to survey data analysis, and you will get better with practice.

It may be helpful to think of categorizing the findings in a way that tells a story and is easy to follow. Do not get bogged down in details and specific findings that don't relate to other findings.

It may be useful to sort the results in terms of "Good News" and "Areas for Improvement." Usually it is best to present good news first, followed by areas needing improvement, and then ending on a high note summarizing the positives of the survey effort overall.

11. Create a Presentation

> **Recommend both oral and written presentations of survey results**

> **Focus on key findings -- good news and areas for improvement**

> **Presentations should always include recommendations and proposed follow-on actions**

Notes:

Creating a presentation of the survey results is highly recommended. In the "Using CATWin" section of this manual there is a review of how to import survey graphs into PowerPoint presentations.

Include recommendations and proposed follow-on actions that will be taken based on the survey results in your presentation. These may initially be suggestions to your Commanding Officer, but after obtaining their approval, modify the presentation to reflect what will actually be done.

12. Develop an Action Plan

➢**Surveys alone do not solve problems**

   ➢ **Surveys are catalysts for improvements to the command's EO program**

➢**Survey results should be translated into quick and timely actions**

➢**POA&M should specify how recommended actions are to be implemented**

Notes:

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Notes:

Doing nothing with command EO survey results sends a bad signal to members of the command. The CAT risks compromising future survey efforts and alienating even the most loyal members when they solicit information and then do nothing with the results.

CATWIN 1.0
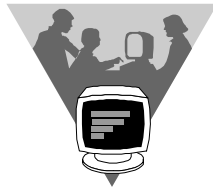
Navy-Wide Norms

Based on the 1997 Navy Equal Opportunity/Sexual Harassment (NEOSH) Survey

Note: These norms are to be used in conjunction with CATWIN 1.0. Norms are not available for Civilian items.

Command Equal Opportunity/Sexual Harassment (CEOSH) Survey
1997 Navy-Wide Norms
Total Navy

ADVANCEMENT	Mean
Q1 Get recognition deserved	3.18
Q2 Recommends people	3.52
*Q3 Work harder than others	3.01
Module Mean	**3.24**

DISCRIMINATION	
Q1 People get along	4.04
*Q2 Discrimination against Blacks	1.81
*Q3 Discrimination against Hispanics	1.77
*Q4 Discrimination against other minorities	1.76
*Q5 Discrimination against Whites	1.87
*Q6 Discrimination against women	1.90
*Q7 Discrimination against men	1.87
Module Mean	**2.15**

GRIEVANCES/COMPLAINTS	
Q1 Command resolves EO	3.60
Q2 Feel free to report	3.47
Q3 Fair hearing	3.53
Module Mean	**3.53**

SEXUAL HARASSMENT	
*Q1 SH is occurring	2.38
Q2 Actions taken to prevent	4.03
Q3 SH enforced by leaders	4.08
Q4 Training taken seriously	3.87
Q5 Feel free to report SH	3.80
Module Mean	**3.63**

*Negatively worded item - lower score is better.

EO/SH TRAINING   **Percent

  Q1 Received EO training

    YES   75

    NO   21

    DK   5

  Q2 Received SH training

    YES   91

    NO   7

    DK   1

  Q3 Command has CMEO program

    YES   75

    NO   2

    DK   23

WORK ISSUES/SUPERVISION   **Mean**

Q1 Enjoy working for Navy   ---[a]

Q2 Enjoy type of work   ---[a]

Q3 Satisfied with relationships   ---[a]

Q4 Sense of loyalty   ---[a]

Q5 Satisfied with support   ---[a]

Q6 Satisfied with supervision   ---[a]

                  Module Mean   **---**[a]

DIVERSITY ISSUES

Q1 Command fair place to work   ---[a]

Q2 Command values different backgrounds   ---[a]

Q3 Policies designed for equality   ---[a]

*Q4 Minorities have little influence   ---[a]

*Q5 More difficult for women   ---[a]

                  Module Mean   **---**[a]

EXTREMIST/HATE GROUPS

Q1 Aware of command policy   3.91

*Q2 Extremist act. occurring   1.96

*Q3 Seen extremist material   1.85

*Q4 Target of extremist act.   1.59

                  Module Mean   **2.33**

  *Negatively worded item - lower score is better.

**Factual Items may not sum to 100% due to rounding.

  [a]Norms for these items not currently available.

MILITARY-SPECIFIC ITEMS

RETENTION/TRANSITION		**Mean**
Q1 Provides needed information		3.30
Q2 Experiences encourage stay		2.60
Q3 Impressed with transition		---[a]
	Module Mean	**2.95**

DISCIPLINE		
Q1 Discipline is fair		3.45
Q2 Punishment not racial		3.90
*Q3 Harsher punishment		1.92
	Module Mean	**3.09**

FRATERNIZATION		
Q1 Understand policy		4.29
*Q2 Fraternization is occurring		2.97
*Q3 Fraternization is a problem		2.32
Q4 Command takes prompt action		3.47
	Module Mean	**3.26**

*Negatively worded item - lower score is better.

**Factual Items may not sum to 100% due to rounding.

[a]Norms for these items not currently available.

Command Equal Opportunity/Sexual Harassment (CEOSH) Survey
1997 Navy-Wide Norms
Racial/Ethnic Group

	White	Black	Hispanic	Asian/Pac Is
ADVANCEMENT		Mean		
Q1 Get recognition deserved	3.26	2.92	3.11	3.19
Q2 Recommends people	3.58	3.32	3.41	3.55
*Q3 Work harder than others	2.84	3.44	3.25	3.42
Module Mean	**3.23**	**3.23**	**3.26**	**3.39**
DISCRIMINATION				
Q1 People get along	4.12	3.80	3.97	3.92
*Q2 Discrim. against Blacks	1.56	2.68	1.99	2.03
*Q3 Discrim. against Hispanics	1.55	2.50	2.07	2.02
*Q4 Discrim. against other minorities	1.55	2.40	2.04	2.23
*Q5 Discrim. against Whites	1.84	1.97	1.91	1.92
*Q6 Discrim. against women	1.76	2.33	2.09	2.02
*Q7 Discrim. against men	1.79	2.13	1.94	1.95
Module Mean	**2.02**	**2.54**	**2.29**	**2.30**
GRIEVANCES/COMPLAINTS				
Q1 Command resolves EO	3.67	3.25	3.63	3.78
Q2 Feel free to report	3.53	3.16	3.45	3.59
Q3 Fair hearing	3.62	3.09	3.56	3.64
Module Mean	**3.60**	**3.17**	**3.55**	**3.67**
SEXUAL HARASSMENT				
*Q1 SH is occurring	2.28	2.71	2.46	2.43
Q2 Actions taken to prevent	4.04	3.96	4.10	4.05
Q3 SH enforced by leaders	4.12	3.89	4.12	4.14
Q4 Training taken seriously	3.90	3.72	3.90	3.99
Q5 Feel free to report SH	3.82	3.70	3.81	3.86
Module Mean	**3.63**	**3.60**	**3.68**	**3.69**

*Negatively worded item - lower score is better.

	White	Black	Hispanic	Asian/Pac Is
**EO/SH TRAINING		**Percent**		
Q1 Received EO training				
YES	77	67	72	76
NO	18	29	23	18
DK	5	4	5	6
Q2 Received SH training				
YES	92	89	91	92
NO	7	8	8	7
DK	1	3	1	1
Q3 Command has CMEO program				
YES	76	71	72	78
NO	2	3	3	1
DK	22	26	25	21
WORK ISSUES/SUPERVISION		**Mean**		
Q1 Enjoy working for Navy	---[a]	---[a]	---[a]	---[a]
Q2 Enjoy type of work	---[a]	---[a]	---[a]	---[a]
Q3 Satisfied with relationships	---[a]	---[a]	---[a]	---[a]
Q4 Sense of loyalty	---[a]	---[a]	---[a]	---[a]
Q5 Satisfied with support	---[a]	---[a]	---[a]	---[a]
Q6 Satisfied with supervision	---[a]	---[a]	---[a]	---[a]
Module Mean	**---[a]**	**---[a]**	**---[a]**	**---[a]**
DIVERSITY ISSUES				
Q1 Command fair place to work	---[a]	---[a]	---[a]	---[a]
Q2 Cmd. values diff. backgrounds	---[a]	---[a]	---[a]	---[a]
Q3 Policies designed for equality	---[a]	---[a]	---[a]	---[a]
*Q4 Minorities have little influence	---[a]	---[a]	---[a]	---[a]
*Q5 More difficult for women	---[a]	---[a]	---[a]	---[a]
Module Mean	**---[a]**	**---[a]**	**---[a]**	**---[a]**
EXTREMIST/HATE GROUPS				
Q1 Aware of command policy	3.99	3.64	3.83	3.76
*Q2 Extremist act. occurring	1.87	2.28	2.01	2.12
*Q3 Seen extremist material	1.74	2.16	2.07	2.01
Q4 Target of extremist act.	1.55	1.65	1.64	1.77
Module Mean	**2.29**	**2.43**	**2.39**	**2.41**

*Negatively worded item - lower score is better.

**Factual Items may not sum to 100% due to rounding.

[a]Norms for these items not currently available.

MILITARY-SPECIFIC ITEMS

RETENTION/TRANSITION   **Mean**

Q1 Provides needed information	3.37	3.03	3.24	3.39
Q2 Experiences encourage stay	2.59	2.43	2.65	3.01
Q3 Impressed with transition	---[a]	---[a]	---[a]	---[a]
Module Mean	**2.98**	**2.73**	**2.95**	**3.20**

DISCIPLINE

Q1 Discipline is fair	3.49	3.19	3.52	3.62
Q2 Punishment not racial	4.06	3.31	3.82	3.84
*Q3 Harsher punishment	1.66	2.77	2.24	2.30
Module Mean	**3.07**	**3.09**	**3.19**	**3.25**

FRATERNIZATION

Q1 Understand policy	4.31	4.25	4.27	4.24
*Q2 Fraternization is occurring	2.88	3.37	3.04	2.84
*Q3 Fraternization is a problem	2.25	2.53	2.45	2.35
Q4 Command takes prompt action	3.50	3.26	3.55	3.66
Module Mean	**2.49**	**3.35**	**3.33**	**3.27**

*Negatively worded item - lower score is better.

**Factual Items may not sum to 100% due to rounding.

[a]Norms for these items not currently available.

Command Equal Opportunity/Sexual Harassment (CEOSH) Survey
1997 Navy-Wide Norms
Gender

	Male		Female
ADVANCEMENT		Mean	
Q1 Get recognition deserved	3.19		3.12
Q2 Recommends people	3.55		3.33
*Q3 Work harder than others	3.01		3.07
Module Mean	**3.25**		**3.17**
DISCRIMINATION			
Q1 People get along	4.06		3.92
*Q2 Discrimination against Blacks	1.79		1.94
*Q3 Discrimination against Hispanics	1.75		1.89
*Q4 Discrimination against other minorities	1.74		1.90
*Q5 Discrimination against Whites	1.87		1.89
*Q6 Discrimination against women	1.81		2.43
*Q7 Discrimination against men	1.88		1.75
Module Mean	**2.13**		**2.25**
GRIEVANCES/COMPLAINTS			
Q1 Command resolves EO	3.63		3.40
Q2 Feel free to report	3.50		3.25
Q3 Fair hearing	3.56		3.34
Module Mean	**3.56**		**3.33**
SEXUAL HARASSMENT			
*Q1 SH is occurring	2.31		2.81
Q2 Actions taken to prevent	4.05		3.94
Q3 SH enforced by leaders	4.10		3.96
Q4 Training taken seriously	3.89		3.78
Q5 Feel free to report SH	3.83		3.60
Module Mean	**3.64**		**3.62**

*Negatively worded item - lower score is better.

	Male	**Female**
**EO/SH TRAINING		**Percent**
Q1 Received EO training		
YES	75	75
NO	21	21
DK	5	3
Q2 Received SH training		
YES	91	91
NO	7	8
DK	1	0
Q3 Command has CMEO program		
YES	75	75
NO	2	3
DK	23	23

WORK ISSUES/SUPERVISION	**Mean**	
Q1 Enjoy working for Navy	---[a]	---[a]
Q2 Enjoy type of work	---[a]	---[a]
Q3 Satisfied with relationships ---[a]	---[a]	
Q4 Sense of loyalty	---[a]	---[a]
Q5 Satisfied with support	---[a]	---[a]
Q6 Satisfied with supervision	---[a]	---[a]
Module Mean	**---[a]**	**---[a]**

DIVERSITY ISSUES		
Q1 Command fair place to work	---[a]	---[a]
Q2 Command values different backgrounds	---[a]	---[a]
Q3 Policies designed for equality	---[a]	---[a]
*Q4 Minorities have little influence	---[a]	---[a]
*Q5 More difficult for women	---[a]	---[a]
Module Mean	**---[a]**	**---[a]**

EXTREMIST/HATE GROUPS		
Q1 Aware of command policy	3.91	3.87
*Q2 Extremist act. occurring	1.95	2.04
*Q3 Seen extremist material	1.85	1.83
Q4 Target of extremist act.	1.59	1.61
Module Mean	**2.33**	**2.34**

*Negatively worded item - lower score is better.

**Factual Items may not sum to 100% due to rounding.

[a]Norms for these items not currently available.

MILITARY-SPECIFIC ITEMS

RETENTION/TRANSITION   Mean

Q1 Provides needed information		3.33	3.07
Q2 Experiences encourage stay		2.61	2.49
Q3 Impressed with transition		---[a]	---[a]
	Module Mean	**2.97**	**2.78**

DISCIPLINE

Q1 Discipline is fair		3.48	3.20
Q2 Punishment not racial		3.93	3.69
*Q3 Harsher Punishment		1.90	2.10
	Module Mean	**3.10**	**3.00**

FRATERNIZATION

Q1 Understand policy		4.29	4.33
*Q2 Fraternization is occurring		2.90	3.41
*Q3 Fraternization is a problem		2.27	2.63
Q4 Command takes prompt action		3.48	3.40
	Module Mean	**3.24**	**3.44**

*Negatively worded item - lower score is better.

**Factual Items may not sum to 100% due to rounding.

[a]Norms for these items not currently available.

Command Equal Opportunity/Sexual Harassment (CEOSH) Survey
1997 Navy-Wide Norms
Officer/Enlisted

	Officer		Enlisted
ADVANCEMENT		**Mean**	
Q1 Get recognition deserved	3.72		3.09
Q2 Recommends people	4.04		3.43
*Q3 Work harder than others	2.58		3.09
Module Mean	**3.45**		**3.20**
DISCRIMINATION			
Q1 People get along	4.36		3.98
*Q2 Discrimination against Blacks	1.44		1.87
*Q3 Discrimination against Hispanics	1.43		1.83
*Q4 Discrimination against other minorities	1.44		1.82
*Q5 Discrimination against Whites	1.54		1.93
*Q6 Discrimination against women	1.59		1.96
*Q7 Discrimination against men	1.54		1.93
Module Mean	**1.91**		**2.19**
GRIEVANCES/COMPLAINTS			
Q1 Command resolves EO	4.09		3.52
Q2 Feel free to report	4.08		3.36
Q3 Fair hearing	4.09		3.43
Module Mean	**4.09**		**3.44**
SEXUAL HARASSMENT			
*Q1 SH is occurring	1.92		2.46
Q2 Actions taken to prevent	4.19		4.00
Q3 SH enforced by leaders	4.33		4.04
Q4 Training taken seriously	4.09		3.83
Q5 Feel free to report SH	4.13		3.74
Module Mean	**3.73**		**3.61**

*Negatively worded item - lower score is better.

	Officer	**Enlisted**
**EO/SH TRAINING		**Percent**
Q1 Received EO training		
YES	78	74
NO	20	21
DK	2	5
Q2 Received SH training		
YES	88	92
NO	11	7
DK	1	1
Q3 Command had CMEO program		
YES	86	73
NO	3	2
DK	11	25
WORK ISSUES/SUPERVISION	**Mean**	
Q1 Enjoy working for Navy	---[a]	---[a]
Q2 Enjoy type of work	---[a]	---[a]
Q3 Satisfied with relationships	---[a]	---[a]
Q4 Sense of loyalty	---[a]	---[a]
Q5 Satisfied with support	---[a]	---[a]
Q6 Satisfied with supervision	---[a]	---[a]
Module Mean	**---[a]**	**---[a]**
DIVERSITY ISSUES		
Q1 Command fair place to work	---[a]	---[a]
Q2 Command values different backgrounds	---[a]	---[a]
Q3 Policies designed for equality	---[a]	---[a]
*Q4 Minorities have little influence	---[a]	---[a]
*Q5 More difficult for women	---[a]	---[a]
Module Mean	**---[a]**	**---[a]**
EXTREMIST/HATE GROUPS		
Q1 Aware of command policy	4.06	3.88
*Q2 Extremist act. occurring	1.63	2.02
*Q3 Seen extremist material	1.49	1.92
*Q4 Target of extremist act.	1.37	1.63
Module Mean	**2.14**	**2.36**

*Negatively worded item - lower score is better.

**Factual Items may not sum to 100% due to rounding.

[a]Norms for these items not currently available.

MILITARY-SPECIFIC ITEMS

RETENTION/TRANSITION

		Mean
Q1 Provides needed information	3.70	3.23
Q2 Experiences encourage stay	3.15	2.50
Q3 Impressed with transition	---[a]	---[a]
Module Mean	**3.43**	**2.87**

DISCIPLINE

Q1 Discipline is fair	4.11	3.34
Q2 Punishment not racial	4.34	3.83
*Q3 Harsher punishment	1.53	1.99
Module Mean	**3.33**	**3.05**

FRATERNIZATION

Q1 Understand policy	4.41	4.27
*Q2 Fraternization is occurring	2.44	3.06
*Q3 Fraternization is a problem	1.94	2.38
Q4 Command takes prompt action	3.86	3.41
Module Mean	**3.16**	**3.28**

*Negatively worded item - lower score is better.

**Factual Items may not sum to 100% due to rounding.

[a]Norms for these items not currently available.

Command Equal Opportunity/Sexual Harassment (CEOSH) Survey
1997 Navy-Wide Norms
Paygrade/Rank

	Officer			Enlisted		
	W2-W4	**O1-O3**	**O4-O6**	**E2-E3**	**E4-E6**	**E7-E9**
ADVANCEMENT			**Mean**			
Q1 Get recognition deserved	3.76	3.61	3.86	3.04	3.03	3.53
Q2 Recommends people	4.28	3.95	4.17	3.27	3.38	4.00
*Q3 Work harder than others	2.92	2.49	2.68	3.04	3.15	2.84
Module Mean	**3.65**	**3.35**	**3.57**	**3.12**	**3.19**	**3.46**
DISCRIMINATION						
Q1 People get along	4.48	4.32	4.41	3.89	3.97	4.24
*Q2 Discrim. against Blacks	1.48	1.48	1.38	1.95	1.91	1.54
*Q3 Discrim. against Hispanics	1.47	1.47	1.37	1.93	1.86	1.52
*Q4 Discrim. other minorities	1.51	1.48	1.37	1.88	1.86	1.54
*Q5 Discrim. against Whites	1.49	1.55	1.54	1.99	1.98	1.56
*Q6 Discrim. against women	1.53	1.65	1.52	1.99	2.01	1.63
*Q7 Discrim. against men	1.38	1.56	1.52	1.91	1.99	1.66
Module Mean	**1.91**	**1.93**	**1.87**	**2.22**	**2.23**	**1.96**
GRIEVANCES/COMPLAINTS						
Q1 Command resolves EO	4.21	3.98	4.23	3.36	3.50	3.91
Q2 Feel free to report	4.23	3.97	4.22	3.19	3.31	3.93
Q3 Fair hearing	4.24	3.98	4.24	3.36	3.38	3.80
Module Mean	**4.23**	**3.98**	**4.23**	**3.30**	**3.40**	**3.88**
SEXUAL HARASSMENT						
*Q1 SH is occurring	1.74	1.96	1.90	2.71	2.44	2.07
Q2 Actions taken to prevent	4.20	4.14	4.26	3.94	4.00	4.13
Q3 SH enforced by leaders	4.37	4.28	4.40	3.87	4.05	4.27
Q4 Training taken seriously	4.20	4.05	4.15	3.74	3.83	4.04
Q5 Feel free to report SH	4.13	4.06	4.24	3.56	3.74	4.10
Module Mean	**3.73**	**3.70**	**3.79**	**3.56**	**3.61**	**3.72**

*Negatively worded item - lower score is better.

| | | Officer | | Enlisted | |
	W2-W4	**O1-O3**	**O4-O6**	**E2-E3**	**E4-E6**	**E7-E9**
**EO/SH TRAINING			**Percent**			
Q1 Received EO training						
YES	90	78	76	61	79	82
NO	10	19	22	30	18	17
DK	0	3	2	10	4	1
Q2 Received SH training						
YES	94	88	87	89	94	90
NO	6	10	13	8	6	10
DK	0	1	1	4	1	0
Q3 Command has CMEO program						
YES	99	87	84	50	79	91
NO	0	2	5	3	2	4
DK	1	12	11	48	19	6
WORK ISSUES/SUPERVISION			**Mean**			
Q1 Enjoy working for Navy	---[a]	---[a]	---[a]	---[a]	---[a]	---[a]
Q2 Enjoy type of work	---[a]	---[a]	---[a]	---[a]	---[a]	---[a]
Q3 Satisfied with relationships	---[a]	---[a]	---[a]	---[a]	---[a]	---[a]
Q4 Sense of loyalty	---[a]	---[a]	---[a]	---[a]	---[a]	---[a]
Q5 Satisfied with support	---[a]	---[a]	---[a]	---[a]	---[a]	---[a]
Q6 Satisfied with supervision	---[a]	---[a]	---[a]	---[a]	---[a]	---[a]
Module Mean	**---[a]**	**---[a]**	**---[a]**	**---[a]**	**---[a]**	**---[a]**
DIVERSITY ISSUES						
Q1 Command fair place to work	---[a]	---[a]	---[a]	---[a]	---[a]	---[a]
Q2 Cmd. values diff. backgrounds	---[a]	---[a]	---[a]	---[a]	---[a]	---[a]
Q3 Policies designed for equality	---[a]	---[a]	---[a]	---[a]	---[a]	---[a]
*Q4 Minorities have little influence	---[a]	---[a]	---[a]	---[a]	---[a]	---[a]
*Q5 More difficult for women	---[a]	---[a]	---[a]	---[a]	---[a]	---[a]
Module Mean	**---[a]**	**---[a]**	**---[a]**	**---[a]**	**---[a]**	**---[a]**
EXTREMIST/HATE GROUPS						
Q1 Aware of cmd. policy	4.31	3.93	4.22	3.64	3.91	4.15
*Q2 Extremist act. occurring	1.42	1.67	1.58	2.14	2.03	1.80
*Q3 Seen extremist material	1.30	1.55	1.41	2.02	1.93	1.66
*Q4 Target of extremist act.	1.27	1.42	1.30	1.83	1.64	1.43
Module Mean	**2.08**	**2.14**	**2.13**	**2.41**	**2.38**	**2.26**

*Negatively worded item - lower score is better.

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[a]Norms for these items not currently available.

MILITARY-SPECIFIC ITEMS

RETENTION/TRANSITION   **Mean**

Q1 Provides needed info.	3.77	3.61	3.83	2.99	3.23	3.72
Q2 Exper. encourage stay	3.03	2.97	3.42	2.31	2.49	2.91
Q3 Impressed with transition	---[a]	---[a]	---[a]	---[a]	---[a]	---[a]
Module Mean	**3.40**	**3.29**	**3.63**	**2.65**	**2.86**	**3.32**

DISCIPLINE

Q1 Discipline is fair	3.94	4.05	4.23	3.11	3.32	3.91
Q2 Punishment not racial	4.37	4.30	4.41	3.75	3.79	4.21
*Q3 Harsher punishment	1.64	1.55	1.48	2.06	2.04	1.63
Module Mean	**3.32**	**3.30**	**3.37**	**2.97**	**3.05**	**3.25**

FRATERNIZATION

Q1 Understand policy	4.47	4.36	4.47	4.22	4.28	4.37
*Q2 Fraternization is occurring	1.96	2.56	2.29	3.11	3.15	2.49
*Q3 Fraternization is a problem	1.74	2.02	1.83	2.32	2.46	2.08
Q4 Command takes prompt action	3.80	3.73	4.05	3.41	3.37	3.54
Module Mean	**2.99**	**3.17**	**3.16**	**3.27**	**3.32**	**3.12**

*Negatively worded item - lower score is better.

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[a]Norms for these items not currently available.